

STRATUM™



MINING · A HUMAN ENDEAVOUR

GLOBAL HEAD OF H&S

CASE STUDY

01

THE MANDATE

Stratum was retained by one of its key clients, a mid-tier multi-commodity mining company, to assist with finding their new Global Head of Health and Safety.

Due to the nature of its operations, many of its people operate in high-risk environments. The mandate was to attract a high-level Health and Safety professional with a track record of successfully improving the practices, processes, and standards across the discipline over multiple sites worldwide.

The successful candidate would have at least two decades of international experience working in Health and Safety. Additionally, experience working in a turnaround environment would be beneficial, as some of the companies' sites had not yet achieved transformation in their Health and Safety practices.

The location of the Headquarters and many of the company's sites meant that fluency in French or Dutch would be advantageous.

Key objectives:

- Proactively identify and control potential health and safety risks to the company's people.
- Improve visible safety in leadership.
- Lead a culture of shared vigilance where every team member takes responsibility for their health and safety while on site.

02

WHY WAS THIS CHALLENGING

The client's business was at a critical point in its journey. The incumbent Global Head of Health and Safety had to step down for personal reasons, and the client had to fill the position as quickly as possible. Preventing this void placed pressure on the process.

The challenge was finding someone with international exposure who would be willing to relocate and be based full-time at the company's Headquarters when not travelling to site. As our Search took place in mid-2021, well into the pandemic, many people had adjusted to working remotely or flexibly in an office environment.

In addition to these considerations, achieving culture fit was imperative.

03 HOW WE SOLVED IT

Stratum responded by dedicating our expert team, led by a Senior Consultant and supported by our in-house researchers to the project.

Drawing on our experience working with Group-level roles, we rapidly built a targeted list of potential candidates and sources/referees.

This included creating full Candidate Briefing Packs, comprehensive research and networking (Stratum does not advertise roles), long listing, referencing and scientific/behavioural profiling of candidates against the company's expectations.

04 THE RESULTS

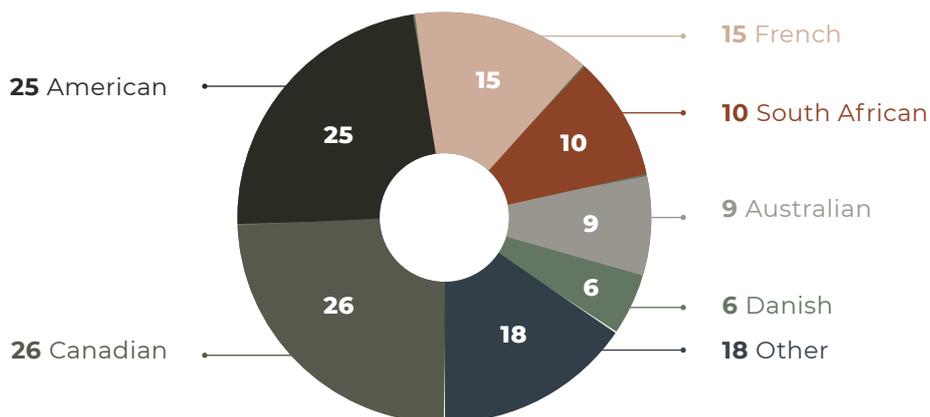
As speed to delivery was an essential client requirement, Stratum quickly identified more than 109 suitable profiles for the position. Using our tried and trusted vetting process, 15 candidates were longlisted for more in-depth discussions and formal interviews.

After careful consideration, this list was reduced to 6 comprehensively interviewed and assessed shortlisted candidates. This included scientific/behavioural profiling to match the candidate with the client's expectations and company culture.

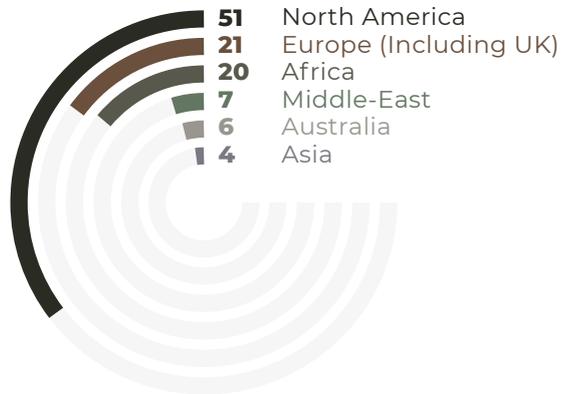
The result: a "rising star" in the industry was hired. This person was originally from Namibia, but now lives in Europe. In addition to a strong culture fit, the candidate had extensive experience leading teams at HQ and site and is fluent in Dutch.

DATA / DEMOGRAPHICS

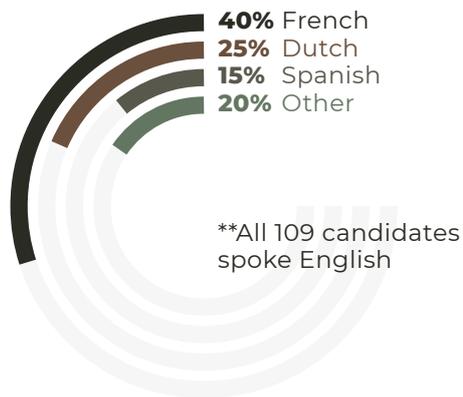
Nationality



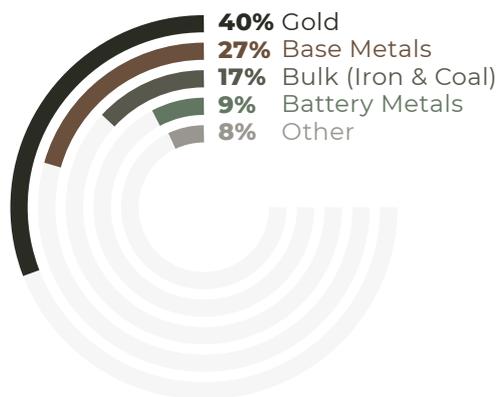
Work Location



Languages**



Commodity



05 FIT TO LEAD

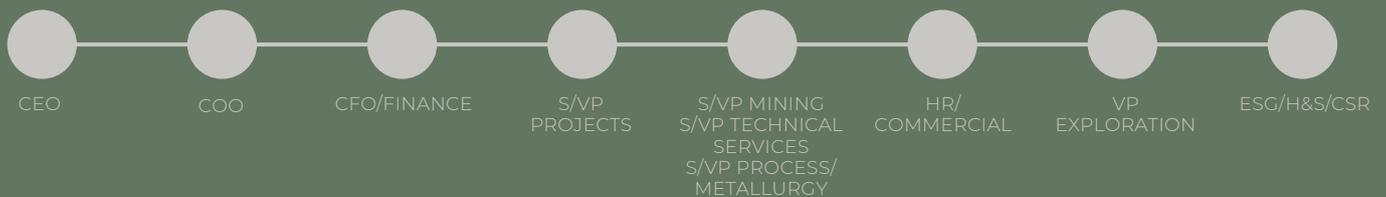
The Problem

Some 80% of professionals are hired based on their skills, career experience, and a CV alone. Yet 80% leave their jobs because of culture fit issues. It's why the traditional recruitment model is fundamentally flawed. Little attention is given to achieving the right fit, which is critical for retention and positive ROI.

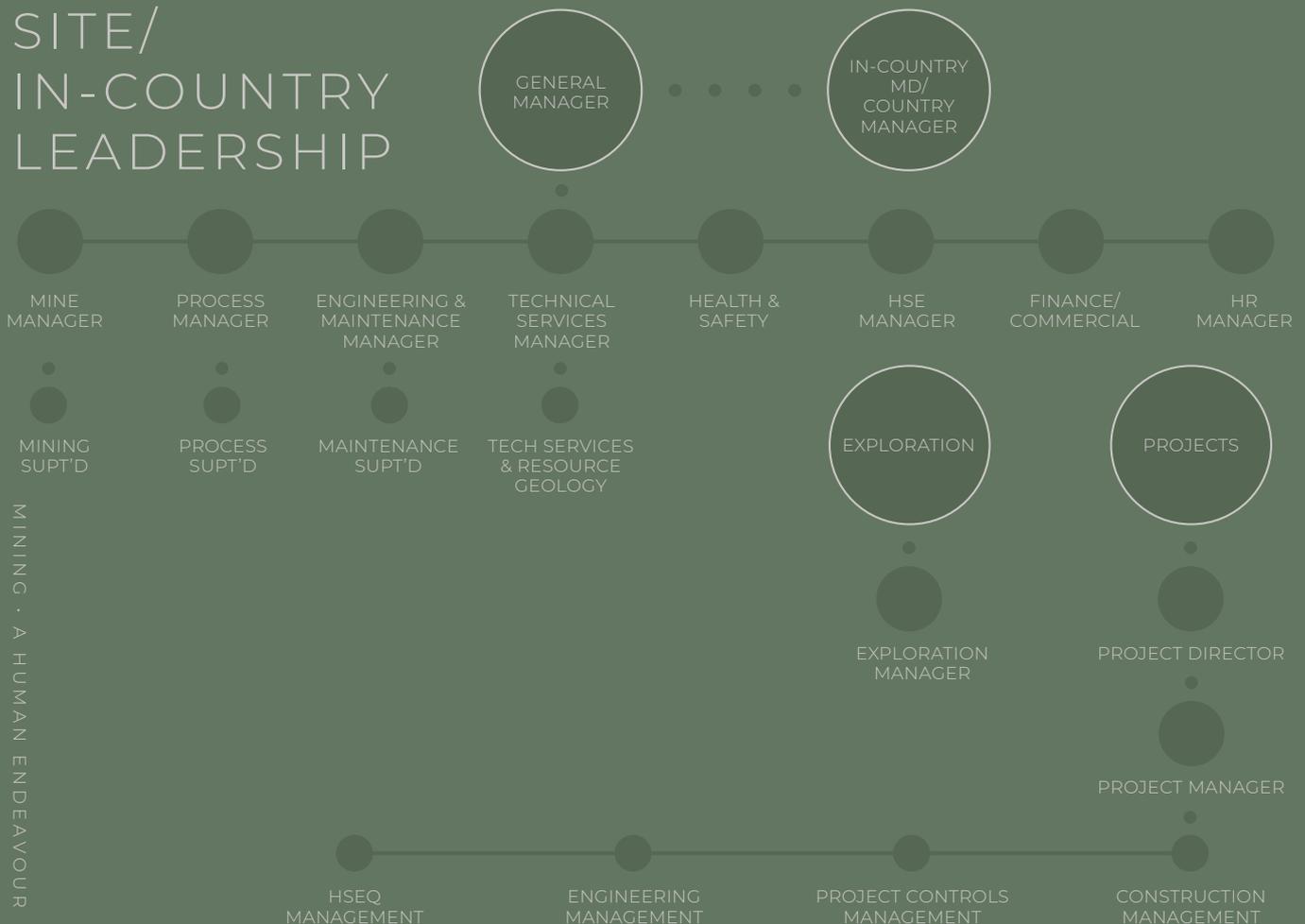
How Are We Solving It?

At Stratum, finding the right fit candidate for your business is a lot like mining. Unlike most firms that source talent reactively, we've been proactively cultivating talent for nearly a decade. In fact, through our candidate management model, augmented by scientific profiling, we've interviewed and assessed more than 7,000 professionals in our niche, irrespective of market demand. And we did it without ever advertising online. Because at Stratum, we farm; we don't fish.

HQ



SITE/ IN-COUNTRY LEADERSHIP



06

CONCLUSION

Stratum specialises in the human aspect of mining.

We are a premium executive search, recruitment and management consulting firm providing bespoke human capital solutions to the mining industry.

For ambitious companies looking for high performing leaders across corporate and technical disciplines at site and head office, Stratum's proactive, innovative approach provides access to the best professionals from around the globe.

STRATUM™

